

survey of nursing education programs in the state, and updated throughout the year. This population list contained 2,179 faculty names. Of those, 954 (43.8%) were listed as full-time faculty members, 1,092 (50.1%) were listed as part-time, and 133 (6.1%) were not identified in terms of full or part time status. This list was first ordered by program type (PNE, ADN, Diploma, BSN) and then by full-time/part-time status. Starting at a random number between 1 and 10, every 10th name was selected. This resulted in a sample of 217 current faculty.

Our faculty population list did not include email addresses, which were needed in order to deliver the web-based survey. Those addresses were obtained by reviewing nursing program websites. When an address could not be found that way, we created addresses that met the address format used by each school. During this process we learned that it is not unusual for part-time faculty to have no email account provided by their program. We also learned that some faculty in our sample had retired recently and/or left their program. The result was that 40 of the faculty members in our sample (36 part time and 4 full time faculty) were either not eligible, or could not be reached by email. This resulted in a final sample list of 177 faculty.

A letter was sent through the U.S. postal service to each of these 177 faculty members to inform them of the study, verify their email address, and ask for their help in identifying ex-faculty. Each was asked to alert us if their email address was incorrect or they chose to be contacted at a different address. In spite of these precautions, 61 (43.5%) of the 177 first contact emails sent to the current faculty members in our sample were undeliverable due to an invalid email address. Of the 116 current faculty who did receive the link to the web-based survey, a total of 80 responded to the survey resulting in an adjusted response rate of 69%. Of those responding, 5 surveys were either incomplete or ineligible. They have been removed from the analysis, with the result that the final analysis group contains 75 current faculty.

Open-ended survey responses were coded into specific topics using Atlas.ti software. All other data, and the coded values generated in Atlas.ti, were analyzed using SAS. The tables summarizing the push and pull factors identified by current nursing faculty show a count of the times an idea was mentioned and a percentage. That percentage is calculated by dividing the times mentioned by the size of the analysis group. In some cases, where a single respondent mentioned a similar idea more than once, this approach to the percentages may result in an overestimation of how often an idea surfaced in the group. However, during the coding process efforts were made to insure that respondents voicing the same idea multiple times had that idea attributed to them only once.

Profile of Current Faculty Participants

The demographics for our survey respondents are similar to the entire population of nurse educators in North Carolina. The tables below summarize their basic characteristics. Most (88%) of the current faculty in our sample were employed full-time. On average, full-time faculty in our sample worked 52.6 hours per week and part-time faculty worked 24.8 hours per week. The majority of responding current faculty held positions that required both the clinical and classroom setting (72%). The largest proportion of current faculty in our sample taught in both PNE and ADN programs, followed by those teaching in programs having both BSN and advanced degree students. Most taught in public schools of nursing.

On average, current faculty in our sample have held 2 different faculty jobs during their academic careers. with an average of 6.4 years in their current jobs. However, over 53% of respondents had held just one faculty position, and the largest proportion of current faculty (15.3%) responded that they had worked only one year in their present job. Two-thirds of responding full-time faculty members (79.7%) earned \$50,000 or more per year.

Almost half of responding current faculty (46.7%) said they were between the ages of 50 and 59, and 73% of current faculty were between the ages of 45 and 64. Having such a large proportion of faculty in these upper